



National Guard Bureau Office of Diversity, Equity, and Inclusion

Creating a Collaborative Culture

Are YOUR people engaged and ready... or, do they feel shut down and disconnected? Whatever your unit culture is like today, moving toward greater inclusion is always a good idea!



Air National Guard Human Resource Advisors (HRA) are trained and certified diversity and inclusion practitioners assigned to each wing across the ANG. Team Eagle is a small group of these HRAs presenting **one hour** trainings designed to increase awareness & enhance skillful action steps to leverage our National Guard diversity toward a more inclusive culture.

- ◆ Virtual training is open to **ALL** National Guard members, military & civilian
- ◆ **50** people per class (please make sure you can attend the day and time you sign up)
- ◆ Registration for a specific class **ends the day before** that class starts
- ◆ Click the **CLASS** hyperlink to sign up!

Encourage team members to participate together as a group!

DATE	TIME	CLASS
09 NOV 2021	1000 EST	Navigating Leadership Difficulties
10 NOV 2021	1000 EST	Navigating Leadership Difficulties
16 NOV 2021	1000 EST	Micro-Aggressions
16 NOV 2021	1300 EST	Effective Communication
16 NOV 2021	1600 EST	Emotional Intelligence
17 NOV 2021	1000 EST	Coaching 101
17 NOV 2021	1300 EST	Unconscious Bias
17 NOV 2021	1600 EST	Micro-Aggressions
17 NOV 2021	2100 EST	Emotional Intelligence
18 NOV 2021	1000 EST	Effective Communication
18 NOV 2021	1300 EST	Coaching 101
18 NOV 2021	1600 EST	Unconscious Bias

Happy Holidays!

You'll notice we've added two opportunities for a new class this month. We are in the process of expanding our curriculum! Please join us for "Navigating Leadership Difficulties" for a chance to explore characteristics of toxic leadership, environments & relationships, and more importantly, how to make it through them.

If life is happening *for you and not just to you*, how can that change your response to whatever life throws at you? Where is the advantage you may have overlooked?

Your diversity, equity & inclusion team stands by to help facilitate training & advice to enhance personal & professional living. Home life effects work, and work life effects home. Let's make both better. For things to change, we have to change. Many problems we face are not as unique as they may seem—people have encountered them before, as many of them are 'people problems'. If we keep our eye on our personal mission, purpose & values while growing our skills with humility & courage, we can keep moving forward—and maybe have some fun along the way.



Did you know that team performance can increase by as much as 50% when the atmosphere is genuinely inclusive?





Virtual Diversity & Inclusion Training

Course Descriptions:

Unconscious Bias - There are at least nine biases we all have and use to make snap decisions for survival. These come from areas of our brain that are coded with information from our experiences but they may or may not be helpful when evaluating a situation fairly—such as a board process, first impressions, or when assuming social, economic, or educational status. This course helps you understand, identify, recognize, and manage your own unconscious biases.

Emotional Intelligence (EI/EQ) - Do you own your emotions, or do they own you? What drives your decision making? What about when you're stressed, angry, afraid, or excited? We'll explore how to recognize your own emotional patterns, as well as those of others, and then use that awareness to make better decisions, resulting in a higher quality of life.

Micro-Aggressions - Micro-Aggressions are little ways we unintentionally irritate or offend each other every day. Oftentimes linked to an Unconscious Bias and our Emotional Intelligence, these behaviors can cause an unfavorable response which can degrade trust, engagement, openness, creativity, and morale. In this course, we'll help you recognize your own micro-aggressions and enhance your personal interactions.

Effective Communication – Conflict is an opportunity for greater connection. Do you embrace it, or shy away from perceived tension? Do you know the difference between reflective, active, and empathetic listening? Do you recognize the need to synchronize your intent with the impact it has and know how to correct tactfully when you miss the mark? This course dives into what works and what doesn't and how to engage in positive, productive dialogue.

Coaching 101 - Do you know the difference between coaching, mentoring, therapy, and counseling? Each skill set has its place and coaching skills have been recognized as a legitimate leadership need in today's military. No, you won't become a certified coach, but you'll learn to apply some coaching principles to everyday life and leadership situations. This course provides a practicum to experience coaching, in brief, with a certified coach.

Navigating Leadership Difficulties: You'll have the opportunity to reflect on experiences you've that could be considered "toxic". We'll review what you did well, what you wish you'd done better, and how to proceed. Oftentimes, there is a really good reason for negative emotions we feel in the moment—but if 15+ months later we are still reeling from our feelings, it's time to take a closer look. We'll cover basics about feedback, principles for navigating bad situations, and some tactics to manage emotions through it all.

Want More? Your local ANG HRA has the training and tools to dig deeper & to tailor training to fit your needs. Contact us to learn more!

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